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12 December 1975

MEMORANDUM FOR: Deputy Director for Administration

SUBJECT : Office of Personnel Report --  
Week Ending 12 December 1975

25X1A                    1. Clerical Recruitment -- Campus Hostility: Clerical Recruiter [redacted] reports having run into some hostility on 10 December at West Virginia Northern Community College. The school had put up posters around the building announcing her arrival and the room number where interested students could talk with her. The posters were all defaced with the words "CIA alias Gestapo alias American Mafia." There was one young man who came into the room where Ms. [redacted] was interviewing and was obviously looking for an argument. She told him that if he was interested in applying for employment that was what she was there for, but that she was not going to try to defend the Agency against what he believed was true. He finally left, but stood outside the doorway blocking (not physically) the entrance of interested students by encouraging them not to apply. One girl did get past him, but he gave her such a hard time (verbally) that she left before the interview was over. When Ms. [redacted] realized that no one was coming to see her (about two hours after she had arrived), she left instead of staying the full day as she had originally planned.

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3. Summer Interns: Mr. [redacted] of OGC called on 9 December to advise us that he was putting into process two Summer Interns. This is the first year OGC has used Summer Interns.

4. Former Employees: Recruitment Division reports an interest on the part of ex-Agency employees to apply for reemployment. This is especially noticeable in the field of communications. Three or four ex-employees apply each week.

5. Costs for Upward Mobility Training: Chief, Clerical Staffing Branch has been in touch with the Civil Service Training Center concerning the schedule and cost for our Upward Mobility Program (hire the disadvantaged). Tentatively, we expect to have between 10 and 20 in this category for a three-week training program. Although we hope the cost will be no more than last year (\$5000 for 19 trainees for three weeks), this has yet to be confirmed.

6. Pregnancy Not a Bar to Employment: Chief, Clerical Staffing Branch advises that OMS and the Civil Service Medical Staff have confirmed that a pregnant woman cannot legally be turned down for employment solely because of her pregnancy. The question arose recently in connection with the application of a pregnant woman and our past practice of not hiring a female until after the birth of her baby.

7. Economists: Approximately 250 mid level (GS-09 - GS-12) economist applications were reviewed at the Civil Service Commission on 5 December. They appear to be somewhat better in quality than the senior-level economists previously reviewed. The Commission also made available the applications of economic majors who had scored 90 or above on the PACE examination. Twenty-seven excellent candidates were selected to follow up on.

8. Attitudinal Survey: Chief, OP Plans Staff met with Dr. [redacted] of Psychological Services Staff/OMS to discuss preparation for an attitude survey covering an extensive sampling of Agency employees. This relates to a current objective on monitoring PASG implementation.

9. DCI Designate: Preparations continue for the entrance-on-duty processing of DCI Designate Bush. Contacts are being made with personnel officers at the State Department to secure needed information and discussions have taken place with others concerned in the Administration Directorate with EOD processing.

10. Special Vietnam Awards Ceremony: Preparations are being made for a ceremony to honor approximately 75 individuals associated with the Vietnam evacuation and related activities. The ceremony will be held at 3:30 p.m. on 18 December in the Headquarters auditorium. Mr. Colby will address the awardees and their families. The levels of awards to be presented range from the Distinguished Intelligence Cross to the Certificate of Merit.

11. Combined Federal Campaign: The CFC drive is in its final stages. As of COB on 9 December there were only 231 pledge cards outstanding from the 12,130 cards issued. An amount of \$259,817.34 has been pledged, which is 89.3 percent of the Agency's goal of \$291,000.

12. Open Season for Health Benefits Enrollment: Thus far, Insurance Branch has received 162 enrollment changes under the Federal Employees Health Benefits Program. The Open Season extends through 31 December. More actions may be received as a result of the Civil Service Commission announcing the 1976 premium rates.

Coming Events:

1. The Keynotes will sing Christmas carols in the Headquarters auditorium at 12:15 p.m. on Wednesday, 17 December, and at 12:45 p.m. on Thursday, 18 December.

2. A Skills Session will be held on 16 December. About 50 personnel officers are scheduled to attend the session which is devoted to personnel staffing.

3. We will complete the collation of APP for the DCI's review.

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*JW* F. W. M. Janney  
Director of Personnel

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